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ABSTRACT

Effective education is achieved through the efforts of a team of high-quality teachers. Teacher quality is determined by the quality of their teacher educators. Teachers' colleges have the responsibility to construct a high-quality teaching team to train prospective teachers who are creative, adaptable, and able to help shape the future. Construction of a strong team requires strict rules and regulations, clear requirements for teachers in teaching and scientific research, and concern for their professional progress, social welfare, and well-being. Tianjin Normal University is the only key teacher training university in Tianjin, China. It focuses on training secondary teachers, college teachers, and special personnel, and it is a center for scientific research in basic education. It provides an example of a school that is training teachers and teacher educators for the future. To meet the requirements of the new millennium, it is necessary to construct a qualified team of teacher educators with good moral character and professional ethics, rich creativity, strong teaching and research ability, great concern for the interests of teacher education, and excellent teaching skills and pedagogical knowledge (enhanced through professional training). (SM)

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The Construction of A QualifiedTeam of Teacher Educators For the New Era

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The Construction of a Qualified Team of Teacher Educators For the New Era

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The development of human race is decided by the development of education. Effective education is achieved by the work of a team of high quality teachers. The quality of teachers is decided by the training of teacher educators. So teachers' colleges have the strong responsibility to construct a high quality teaching team to train prospective teachers who are full of creativity and could adapt themselves to the changing world and play the role of shaping the future of mankind. The construction of a strong team needs strict rules and regulations, clearly set requirements for teachers in teaching and scientific research, and careful concern for their professional progress, social welfare and well-being. They would devote themselves to the educational cause whole-heartedly without worrying about their own interests. The ancient Chinese philosopher and educator Confucius says, "It is easy to find some one who could do the job of teaching, but it is not easy to find some one who could be a teacher." That is to say more is required from teachers and one has to make painstaking effort to be worthy of the tittle of teacher. It is no easy work to form a high quality teaching team.

I. Tianjin Normal University is in the lead.

Tianjin Normal University, founded in 1958, is the only key teacher training university in Tianjin China. It is a major base to train secondary school teachers as well as college teachers and special personnel of various kinds. It is also a center for training in-service teachers and administrators, and a center for scientific research in basic education. It has a student body of more than 5000 undergraduates and over 500 postgraduates, and about 5000 at its adult education college. In addition, more than 300 international students come to the university to study each year. There is a staff of 1600, including 800 teachers, among whom there are 400 professors and associate professors and 6 doctoral supervisors. Tianjin Normal University boasts 7 colleges and 18 departments, providing 4 doctor programs, 25 master programs and 44 bachelor degree programs in different specialties. The university attaches great importance to the training of high level and high quality personnel. Its motto is "Be studious and strict. Cultivate yourself while cultivating others". Great stress is laid on the connotation of the two characters "□□" which indicate the feature of teachers' colleges. It means that one must have a wide and profound knowledge to be able to teach and one must have high moral characters to be worthy of a model for others. Facing the rapid development of science and technology and knowledge explosion of the era, the university is carrying out an education reform to cater to

the needs of training qualified teachers for the 21st century. It is pushing ahead the reform of teaching system, teaching content, curricular system and teaching method so as to increase its quality of teaching and social and economic benefit. Apart from the strict rules and regulations of school management, competitive mechanism is introduced to the university. For example, some systems have been set up in all the programs for the undergraduates: the credit system, the course selecting system, and double degree system. To stimulate the students to study hard, recommending system has been set up. That means top students from the 2 or 3-year programs are selected to continue their study for bachelor degrees, and the top students from the bachelor degree winners are chosen to be postgraduates exempt from entrance exams. Scholarship systems have also been set up. The measures are effective. Most students work hard and achieve good results. The students graduated from Tianjin Normal University have a high reputation in the public society. They are the most welcomed teachers in high schools and many are selected as Model Teachers. No matter what kind of systems have been set up and what measures to be taken, the key to successful education is still the teacher. Teachers play an important part in carrying out education reform and the construction of a high quality team of teachers for teacher training is especially important.

II. The Construction of a qualified team of teacher educators is the need of the time.

To meet the requirements of the new era, the pre-requisite for successful education reform and development is to construct a reasonably structured and relatively stable teaching team with good moral characters, rich creativity, strong ability in teaching and scientific research and high skills in integrating teaching the knowledge and cultivating the person. Emphasis should be given to the education of teachers morally and professionally in order to increase the quality of the whole teaching team. Great concern should be shown to teachers, so that they could devote themselves to the cause of education without worries about their personal well being.

1.Cultivating moral characters and professional ethics is the basis.

Teaching is the most holly profession of all. Teacher is the engineer of the human soul. They give people knowledge and cultivate their moral characters. Action speaks louder than words. Teachers' behavior has great influence upon the students, even their whole life. So the teachers' moral characters and professional ethics is the basis in building a qualified teaching team. Stress should be given to self-cultivation. They should comment on their own conduct everyday and find the weak point in their doing. Rules and standards are necessary in guiding the behavior of teachers. Apart from carrying out the National Guidelines for Education Reform and Development in China, Education Law, and Teacher Law, Tianjin Normal University has set up the Standards of Teacher Professional Ethics and the Basic Demands of Teacher Professional Ethics for teachers to follow. The standards of teacher professional ethics include

1. Love the country, love the people, be loyal to the educational cause and love the teaching profession. To have the spirit of self sacrifice and complete devotion to education. 2. Love the students and be tireless in teaching out of a high sense of duty for their work and a high the sense of responsibility for the society. Go to the classroom and dormitory to take part in their activities, to understand them, to show concern for their study, life, thought and health. Be strict with the students, help them enthusiastically and educate them patiently. Be a good guide to their study and life. 3. Be strict with yourself and be a good model for the students. Obey the laws and be honest. Treat people sincerely and warmly. Dress cleanly and tidily and speak vivid and standard language. Be a good model to the students in all aspects. 4. Be serious with academic work and industrious in making progress. Study hard and master one's special knowledge thoroughly and have broad and profound knowledge. Be creative and explore the laws of teaching. Be active in education reform and improve teaching methods, increase teaching quality and fulfil the teaching task with high quality. 5. Love the school and show concern for the collective. Unite and be cooperative with other faculty members. Be modest and open minded. Support each other, show respect for each other and make progress together. The basic demands include 1. Start classes on time, no late start and no early end, no absence of class without reason and no change of class schedule on your own; 2. Study the subject hard and prepare the lessons fully and carefully, no perfunctory manner in performing your duty. 3. Be strict with the students and dare to manage. Stop the students' cheating in the exam resolutely, no letting out the exam questions and no over-mark out of sympathy. 4. Dress cleanly and tidily and deport in dignified manner. No short pants, no heavy make-up and no pager in the classroom. 5. Use standard and civilized language. No complaints and gossip about other teachers before the students. 6. Establish new teacher-student relationship. Respect the students' personality, no discrimination, no mocking the students, no fining the students freely, and no receiving gifts from the students. The above mentioned standards and the demands set a mirror for the teachers. They cultivate themselves while cultivating others. The cultivation of the teacher educators lay a foundation for the cultivation of a high quality teaching team for the new era.

2. Clear task and responsibility set for teaching and scientific research is a must.

In order to strengthen the construction and management of the teaching team and let the teachers carry out their responsibility and duty more conscientiously and effectively, teaching tasks and scientific research requirements are clearly set for the teaching staff of teaching assistants, lecturers, associate professors and professors respectively. For example, a teaching assistant should be able to teach one course, do the coaching and mark the homework. He should also assist in supervising the students in their teaching practice and graduation paper. For a lecturer, he should be able to teach one or more than one courses, supervise thesis for bachelor degree. For an associate professor, he should be able to teach two or more than two courses for undergraduates or graduates, supervise more than one graduates or young teachers and supervise thesis for

bachelor degree. For a full professor, he should be able to teach two or more than two courses for graduates or undergraduates, supervise young teachers or graduates for master degrees. Every one has a clear idea of what he should do and what his target is. They could plan their work and time in a scientific way. The teaching effect is evaluated by students, fellow teachers and leaders of the department. Apart from the 300-400 teaching hours for one teacher each academic year, they must have publications and research projects. The achievement of the scientific research is turned to teaching credits. For example, a professor should at least earn 100 credits a year and a lecturer should at least earn 50 credits. The credits are calculated according to the level of the publisher for the publication. Publications by higher level publisher or higher level magazine are given more credits. When the publications or the research projects win awards or prizes, more credits will be given. By the end of each year, every teacher should report on the result of his teaching work and scientific research achievements. It is part of the basis for salary increase and promotion. The best ones will be selected and they will get a promotion of one more salary increase. The achievements in teaching and research have close connection with the professional and salary promotion.

3. Great concern shown for the interests of the teacher educators is the foundation.

Tittles and rewards are not the first importance in the teacher's life, but they are the indication of the service, achievements and ability of the teacher. It is not surprising that they show a certain concern for promotion and rewards. Just and timely promotion could stimulate the enthusiasm and motivation of the teachers. There are four tittles granted to the teaching staff, Teaching Assistant, Lecturer, Associate Professor and Professor. Regulation of promotion is based on the teacher's working attitude, teaching quality and scientific research achievement. The terms and requirements are clearly set for each promotion. Teachers should serve at the position for five years before they could be promoted to a higher position, except for the ones with extraordinary achievements. Every year teachers have the opportunity to apply for a higher position. After the application is accepted, he should give a report of his achievements in teaching and scientific research. The judge committee will evaluate his work and achievements to decide whether they could get a promotion. For full professor, they have to go through the evaluation of a judge committee at the municipal level. Professional promotion is associated with salary increase. Apart from promotion, awards of different kinds are granted to the teachers with special results. Some tittles will be given to those who have great achievements, such as Model Young Teacher, Good Teacher, or Strict Teacher and so on.

4. Professional training guarantees the quality of the teaching team.

New things appear every day. Science and technology is developing at fantastic speed. Many teachers are still interested in their old textbooks and old way of teaching. The situation must change. Education reform is in urgent need.

Teacher educators must realize the present situation. They must understand the requirements of teachers in the 21st century. They must explore the ways to prepare the future teachers with the ability to adapt themselves to the changing situation. Teacher educators must have a wide and profound knowledge of the particular subject matter they are engaging in. And they must have a skillful mastery of the pedagogical knowledge including the general theory and specific strategies and techniques. Teacher educators should strive for their personal and professional growth and develop their creativity and ability of adaptation, so that they can undertake the task of shaping the future. Professional training of teacher educators is especially important. In Tianjin Normal University opportunities are provided for young teachers to advance themselves in their professional studies. They are encouraged to study for a doctoral degree or to receive further education abroad or in other key universities. They should open their eyes to the outside world. Promising young teachers are entrusted to the supervision of experienced professors, who should guide or help the young teachers with their study, teaching and research. The university gives part or whole financial support for different kinds of teacher training. In-service teacher training is very important, for not many could leave their post for further training. Some short courses open for teachers, such as English and Computer. Teachers could learn to use the modern techniques in teaching and obtaining knowledge. The combination of teaching and scientific research promotes professional development. Various kinds of academic conferences provide the opportunity for teacher educators to voice their ideas and to listen to others. They learn from each other and keep informed of the latest development in their field of research and what is happening outside the world. They shall always stand in the forefront of the era and never lag behind.

The construction of a strong team of teacher educators is needed in shaping the future. So long as we work hard towards that direction, such a team could be formed. They shall become a team of teacher trainers with high moral standards and professional ethics. They shall have a wide and profound knowledge of their professional subject and a skillful master of the pedagogical knowledge including general theory and specific pedagogical strategies and techniques. They shall be able to train teachers with high culture quality, strong ability and creativity and wide knowledge, who could adapt themselves to the developing world and play a very important role in shaping the future.

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